

Detroit Department of Transportation  
Employment Practices Analysis

| Job Category (Use EEO-4)          | Total  |        | W     |        | AI/AN |      | B      |       | H/L  |      | A      |      | NHOPI |     | M    |      |
|-----------------------------------|--------|--------|-------|--------|-------|------|--------|-------|------|------|--------|------|-------|-----|------|------|
|                                   | Male   | Female | M     | F      | M     | F    | M      | F     | M    | F    | M      | F    | M     | F   | M    | F    |
| 1 - Officials & Administrators    |        |        |       |        |       |      |        |       |      |      |        |      |       |     |      |      |
| Number Applied                    | 309    | 222    | 77    | 32     | 5     | 2    | 164    | 166   | 25   | 6    | 16     | 3    | 11    | 6   | 11   | 7    |
| Total Hires                       | 8      | 2      | 3     |        | -     | -    | 3      | 2     | -    | -    | 2      | -    | -     | -   | -    | -    |
| Selection Rate                    | 2.6%   | 0.9%   | 3.9%  | 0.0%   | N/A   | N/A  | 1.8%   | 1.2%  | 0.0% | N/A  | 12.5%  | N/A  | 0.0%  | N/A | 0.0% | N/A  |
| Ratio to Highest Rate             | 100.0% | 34.8%  | 31.2% | 0.0%   | N/A   | N/A  | 14.6%  | 9.6%  | 0.0% | N/A  | 100.0% | N/A  | 0.0%  | N/A | 0.0% | N/A  |
| Potential Adverse Impact (Yes/No) | No     | Yes    | Yes   | Yes    | N/A   | N/A  | Yes    | Yes   | Yes  | N/A  | No     | N/A  | Yes   | N/A | Yes  | N/A  |
| 2 - Professionals                 |        |        |       |        |       |      |        |       |      |      |        |      |       |     |      |      |
| Number Applied                    | 71     | 58     | 2     | 37     | 58    | 6    | 2      | 3     | 1    | 5    | 3      | 7    | 5     | -   | -    | -    |
| Total Hires                       | -      | 1      | -     | 1      | -     | -    | -      | -     | -    | -    | -      | -    | -     | -   | -    | -    |
| Selection Rate                    | 0.0%   | 1.7%   | N/A   | 2.7%   | 0.0%  | 0.0% | N/A    | 0.0%  | N/A  | 0.0% | 0.0%   | 0.0% | 0.0%  | N/A | N/A  | N/A  |
| Ratio to Highest Rate             | NA     | 100.0% | N/A   | 100.0% | 0.0%  | 0.0% | N/A    | 0.0%  | N/A  | 0.0% | 0.0%   | 0.0% | 0.0%  | N/A | N/A  | N/A  |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A   | No     | Yes   | Yes  | N/A    | Yes   | N/A  | Yes  | Yes    | Yes  | Yes   | N/A | N/A  | N/A  |
| 3 - Technicians                   |        |        |       |        |       |      |        |       |      |      |        |      |       |     |      |      |
| Number Applied                    | 18     | 15     | 9     | 8      |       |      | 8      | 6     | -    | 1    | 1      | -    | -     | -   | -    | -    |
| Total Hires                       | -      | -      | -     | -      | -     | -    | -      | -     | -    | -    | -      | -    | -     | -   | -    | -    |
| Selection Rate                    | 0.0%   | 0.0%   | 0.0%  | 0.0%   | N/A   | N/A  | 0.0%   | 0.0%  | N/A  | 0.0% | 0.0%   | N/A  | N/A   | N/A | N/A  | N/A  |
| Ratio to Highest Rate             | NA     | NA     | N/A   | N/A    | N/A   | N/A  | N/A    | N/A   | N/A  | N/A  | N/A    | N/A  | N/A   | N/A | N/A  | N/A  |
| Potential Adverse Impact (Yes/No) | No     | No     | No    | No     | N/A   | N/A  | No     | No    | N/A  | No   | No     | N/A  | N/A   | N/A | N/A  | N/A  |
| 4 - Protective Service            |        |        |       |        |       |      |        |       |      |      |        |      |       |     |      |      |
| Number Applied                    | 31     | 20     | 2     | -      | -     | -    | 23     | 20    | 4    | -    | 1      | -    | -     | -   | 1    | -    |
| Total Hires                       | 2      | 1      | -     | -      | -     | -    | 2      | 1     | -    | -    | -      | -    | -     | -   | -    | -    |
| Selection Rate                    | 6.5%   | 5.0%   | 0.0%  | N/A    | N/A   | N/A  | 8.7%   | 5.0%  | 0.0% | N/A  | N/A    | N/A  | N/A   | N/A | N/A  | N/A  |
| Ratio to Highest Rate             | 100.0% | 77.5%  | 0.0%  | N/A    | N/A   | N/A  | 100.0% | 57.5% | 0.0% | N/A  | N/A    | N/A  | N/A   | N/A | N/A  | N/A  |
| Potential Adverse Impact (Yes/No) | No     | Yes    | Yes   | N/A    | N/A   | N/A  | No     | Yes   | Yes  | N/A  | N/A    | N/A  | N/A   | N/A | N/A  | N/A  |
| 5 - Paraprofessional              |        |        |       |        |       |      |        |       |      |      |        |      |       |     |      |      |
| Number Applied                    | -      | -      | -     | -      | -     | -    | -      | -     | -    | -    | -      | -    | -     | -   | -    | -    |
| Total Hires                       | -      | -      | -     | -      | -     | -    | -      | -     | -    | -    | -      | -    | -     | -   | -    | -    |
| Selection Rate                    | N/A    | N/A    | N/A   | N/A    | N/A   | N/A  | N/A    | N/A   | N/A  | N/A  | N/A    | N/A  | N/A   | N/A | N/A  | N/A  |
| Ratio to Highest Rate             | N/A    | N/A    | N/A   | N/A    | N/A   | N/A  | N/A    | N/A   | N/A  | N/A  | N/A    | N/A  | N/A   | N/A | N/A  | N/A  |
| Potential Adverse Impact (Yes/No) | N/A    | N/A    | N/A   | N/A    | N/A   | N/A  | N/A    | N/A   | N/A  | N/A  | N/A    | N/A  | N/A   | N/A | N/A  | N/A  |
| 6 - Administrative Support        |        |        |       |        |       |      |        |       |      |      |        |      |       |     |      |      |
| Number Applied                    | 90     | 289    | 14    | 19     | 7     | 19   | 59     | 226   | -    | 3    | 3      | 2    | 2     | 3   | 5    | 17   |
| Total Hires                       | 3      | 1      | -     | -      | -     | -    | 3      | 1     | -    | -    | -      | -    | -     | -   | -    | -    |
| Selection Rate                    | 3.3%   | 0.3%   | 0.0%  | 0.0%   | N/A   | 0.0% | 5.1%   | 0.4%  | N/A  | N/A  | N/A    | N/A  | N/A   | N/A | N/A  | 0.0% |
| Ratio to Highest Rate             | 100.0% | 10.4%  | 0.0%  | 0.0%   | N/A   | 0.0% | 100.0% | 8.7%  | N/A  | N/A  | N/A    | N/A  | N/A   | N/A | N/A  | 0.0% |

## Detroit Department of Transportation Employment Practices Analysis

| Job Category (Use EEO-4)   | Total  |        | W      |     | AI/AN |     | B      |       | H/L |     | A   |     | NHOPI |     | M   |     |
|--|--------|--------|--------|-----|-------|-----|--------|-------|-----|-----|-----|-----|-------|-----|-----|-----|
|  | Male   | Female | M      | F   | M     | F   | M      | F     | M   | F   | M   | F   | M     | F   | M   | F   |
| Potential Adverse Impact (Yes/No)  | No     | Yes    | Yes    | Yes | N/A   | Yes | No     | Yes   | N/A | N/A | N/A | N/A | N/A   | N/A | N/A | Yes |
|  |        |        |        |     |       |     |        |       |     |     |     |     |       |     |     |     |
| 7 - Skilled Craft  |        |        |        |     |       |     |        |       |     |     |     |     |       |     |     |     |
| Number Applied   | 168    | 131    | 9      | 2   | -     | -   | 146    | 124   | 2   | -   | 3   | 1   | 3     | -   | 5   | 4   |
| Total Hires  | 10     | -      | 1      | -   | -     | -   | 8      | -     | 1   | -   | -   | -   | -     | -   | -   | -   |
| Selection Rate   | 6.0%   | 0.0%   | 11.1%  | N/A | N/A   | N/A | 5.5%   | 0.0%  | N/A | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
| Ratio to Highest Rate  | 100.0% | NA     | 100.0% | N/A | N/A   | N/A | 49.3%  | 0.0%  | N/A | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)  | No     | No     | No     | N/A | N/A   | N/A | Yes    | Yes   | N/A | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
|  |        |        |        |     |       |     |        |       |     |     |     |     |       |     |     |     |
| 8 -Service-Maintenance   |        |        |        |     |       |     |        |       |     |     |     |     |       |     |     |     |
| Number Applied   | 170    | 131    | 11     | 2   | -     | -   | 146    | 124   | 2   | -   | 3   | 1   | 3     | -   | 5   | 4   |
| Total Hires  | 27     | 19     | 1      | -   | -     | -   | 26     | 19    | -   | -   | -   | -   | -     | -   | -   | -   |
| Selection Rate   | 15.9%  | 14.5%  | 9.1%   | N/A | N/A   | N/A | 17.8%  | 15.3% | N/A | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
| Ratio to Highest Rate  | 100.0% | 91.3%  | 51.0%  | N/A | N/A   | N/A | 100.0% | 86.0% | N/A | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)  | No     | No     | Yes    | N/A | N/A   | N/A | No     | No    | N/A | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
|  |        |        |        |     |       |     |        |       |     |     |     |     |       |     |     |     |
| Notes:   |        |        |        |     |       |     |        |       |     |     |     |     |       |     |     |     |
|  |        |        |        |     |       |     |        |       |     |     |     |     |       |     |     |     |
|  | Total  |        | W      |     | AI/AN |     | B      |       | H/L |     | A   |     | NHOPI |     | M   |     |
| Persons with Disabilities  | Male   | Female | M      | F   | M     | F   | M      | F     | M   | F   | M   | F   | M     | F   | M   | F   |
| Number Applied   | -      | -      | -      | -   | -     | -   | -      | -     | -   | -   | -   | -   | -     | -   | -   | -   |
| Total Hires  | -      | -      | -      | -   | -     | -   | -      | -     | -   | -   | -   | -   | -     | -   | -   | -   |
| Selection Rate   | N/A    | N/A    | N/A    | N/A | N/A   | N/A | N/A    | N/A   | N/A | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
|  | Total  |        | W      |     | AI/AN |     | B      |       | H/L |     | A   |     | NHOPI |     | M   |     |
| Veterans   | Male   | Female | M      | F   | M     | F   | M      | F     | M   | F   | M   | F   | M     | F   | M   | F   |
| Number Applied   | -      | -      | -      | -   | -     | -   | -      | -     | -   | -   | -   | -   | -     | -   | -   | -   |
| Total Hires  | -      | -      | -      | -   | -     | -   | -      | -     | -   | -   | -   | -   | -     | -   | -   | -   |
| Selection Rate   | N/A    | N/A    | N/A    | N/A | N/A   | N/A | N/A    | N/A   | N/A | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
|  |        |        |        |     |       |     |        |       |     |     |     |     |       |     |     |     |
| Notes: DDOT compared the number of applicants for employment and promotions in each job category, who declared to be an individual with disabilities and veterans. See Appendix H for details. |        |        |        |     |       |     |        |       |     |     |     |     |       |     |     |     |
|  |        |        |        |     |       |     |        |       |     |     |     |     |       |     |     |     |

Detroit Department of Transportation

| Job Category (Use EEO-4)          | Total  |        | W    |         | AI/AN |      | B       |        | H/L  |      | A    |      | NHOPI |     | M    |      |
|-----------------------------------|--------|--------|------|---------|-------|------|---------|--------|------|------|------|------|-------|-----|------|------|
|                                   | Male   | Female | M    | F       | M     | F    | M       | F      | M    | F    | M    | F    | M     | F   | M    | F    |
| 1 - Officials & Administrators    |        |        |      |         |       |      |         |        |      |      |      |      |       |     |      |      |
| Number Applied                    | 309    | 222    | 77   | 32      | 5     | 2    | 164     | 166    | 25   | 6    | 16   | 3    | 11    | 6   | 11   | 7    |
| Total Promotions                  | -      | 1      |      |         |       | -    | -       | 1      | -    | -    | -    | -    | -     | -   | -    | -    |
| Selection Rate                    | 0.0%   | 0.5%   | 0.0% | 0.0%    | N/A   | N/A  | 0.0%    | 0.6%   | 0.0% | N/A  | 0.0% | N/A  | 0.0%  | N/A | 0.0% | N/A  |
| Ratio to Highest Rate             | NA     | 100.0% | 0.0% | 0.0%    | N/A   | N/A  | 0.0%    | 100.0% | 0.0% | N/A  | 0.0% | N/A  | 0.0%  | N/A | 0.0% | N/A  |
| Potential Adverse Impact (Yes/No) | No     | No     | Yes  | Yes     | N/A   | N/A  | Yes     | No     | Yes  | N/A  | Yes  | N/A  | Yes   | N/A | Yes  | N/A  |
| 2 - Professionals                 |        |        |      |         |       |      |         |        |      |      |      |      |       |     |      |      |
| Number Applied                    | 71     | 58     | 2    | 37      | 58    | 6    | 2       | 3      | 1    | 5    | 3    | 7    | 5     | -   | -    | -    |
| Total Promotions                  | 1      | 1      | -    | 1       | 1     | -    | -       | -      | -    | -    | -    | -    | -     | -   | -    | -    |
| Selection Rate                    | 1.4%   | 1.7%   | N/A  | 2.7%    | 1.7%  | 0.0% | N/A     | 0.0%   | N/A  | 0.0% | 0.0% | 0.0% | 0.0%  | N/A | N/A  | N/A  |
| Ratio to Highest Rate             | 81.7%  | 100.0% | N/A  | 100.0%  | 63.8% | 0.0% | N/A     | 0.0%   | N/A  | 0.0% | 0.0% | 0.0% | 0.0%  | N/A | N/A  | N/A  |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A  | No      | Yes   | Yes  | N/A     | Yes    | N/A  | Yes  | Yes  | Yes  | Yes   | N/A | N/A  | N/A  |
| 3 - Technicians                   |        |        |      |         |       |      |         |        |      |      |      |      |       |     |      |      |
| Number Applied                    | 8      | 6      | 1    | 1       |       |      | 7       | 5      |      |      |      | -    | -     | -   | -    | -    |
| Total Promotions                  | 2      | 1      | -    | -       | -     | -    | 2       | 1      | -    | -    | -    | -    | -     | -   | -    | -    |
| Selection Rate                    | 25.0%  | 16.7%  | 0.0% | 0.0%    | N/A   | N/A  | 28.6%   | 20.0%  | N/A  | N/A  | N/A  | N/A  | N/A   | N/A | N/A  | N/A  |
| Ratio to Highest Rate             | 100.0% | 66.7%  | 0.0% | 0.0%    | N/A   | N/A  | 100.0%  | 70.0%  | N/A  | N/A  | N/A  | N/A  | N/A   | N/A | N/A  | N/A  |
| Potential Adverse Impact (Yes/No) | No     | Yes    | Yes  | Yes     | N/A   | N/A  | No      | Yes    | N/A  | N/A  | N/A  | N/A  | N/A   | N/A | N/A  | N/A  |
| 4 - Protective Service            |        |        |      |         |       |      |         |        |      |      |      |      |       |     |      |      |
| Number Applied                    | 31     | 20     | 2    | -       | -     | -    | 23      | 20     | 4    | -    | 1    | -    | -     | -   | 1    | -    |
| Total Promotions                  | 1      | -      | -    | -       | -     | -    | 1       | -      | -    | -    | -    | -    | -     | -   | -    | -    |
| Selection Rate                    | 3.2%   | 0.0%   | 0.0% | N/A     | N/A   | N/A  | 4.3%    | 0.0%   | 0.0% | N/A  | N/A  | N/A  | N/A   | N/A | N/A  | N/A  |
| Ratio to Highest Rate             | 100.0% | NA     | 0.0% | N/A     | N/A   | N/A  | 100.0%  | 0.0%   | 0.0% | N/A  | N/A  | N/A  | N/A   | N/A | N/A  | N/A  |
| Potential Adverse Impact (Yes/No) | No     | No     | Yes  | N/A     | N/A   | N/A  | No      | Yes    | Yes  | N/A  | N/A  | N/A  | N/A   | N/A | N/A  | N/A  |
| 5 - Paraprofessional              |        |        |      |         |       |      |         |        |      |      |      |      |       |     |      |      |
| Number Applied                    | 2      | 2      | -    | 2       | -     | -    | 2       | -      | -    | -    | -    | -    | -     | -   | -    | -    |
| Total Promotions                  | -      | -      | -    | -       | -     | -    | -       | -      | -    | -    | -    | -    | -     | -   | -    | -    |
| Selection Rate                    | 0.0%   | 0.0%   | N/A  | 0.0%    | N/A   | N/A  | 0.0%    | N/A    | N/A  | N/A  | N/A  | N/A  | N/A   | N/A | N/A  | N/A  |
| Ratio to Highest Rate             | NA     | NA     | N/A  | #DIV/0! | N/A   | N/A  | #DIV/0! | N/A    | N/A  | N/A  | N/A  | N/A  | N/A   | N/A | N/A  | N/A  |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A  | #DIV/0! | N/A   | N/A  | #DIV/0! | N/A    | N/A  | N/A  | N/A  | N/A  | N/A   | N/A | N/A  | N/A  |
| 6 - Administrative Support        |        |        |      |         |       |      |         |        |      |      |      |      |       |     |      |      |
| Number Applied                    | 90     | 289    | 14   | 19      | 7     | 19   | 59      | 226    | -    | 3    | 3    | 2    | 2     | 3   | 5    | 17   |
| Total Promotions                  | -      | 9      | -    | -       | -     | -    | -       | 9      | -    | -    | -    | -    | -     | -   | -    | -    |
| Selection Rate                    | 0.0%   | 3.1%   | 0.0% | 0.0%    | N/A   | 0.0% | 0.0%    | 4.0%   | N/A  | N/A  | N/A  | N/A  | N/A   | N/A | N/A  | 0.0% |
| Ratio to Highest Rate             | NA     | 100.0% | 0.0% | 0.0%    | N/A   | 0.0% | 0.0%    | 100.0% | N/A  | N/A  | N/A  | N/A  | N/A   | N/A | N/A  | 0.0% |
| Potential Adverse Impact (Yes/No) | No     | No     | Yes  | Yes     | N/A   | Yes  | Yes     | No     | N/A  | N/A  | N/A  | N/A  | N/A   | N/A | N/A  | Yes  |
| 7 - Skilled Craft                 |        |        |      |         |       |      |         |        |      |      |      |      |       |     |      |      |
| Number Applied                    | 168    | 131    | 9    | 2       | -     | -    | 146     | 124    | 2    | -    | 3    | 1    | 3     | -   | 5    | 4    |
| Total Promotions                  | 62     | 1      | 3    | -       | 1     | -    | 56      | 1      | 2    | -    | -    | -    | -     | -   | -    | -    |

## Detroit Department of Transportation

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## **Detroit Department of Transportation Employment Practices Analysis - Training**

| Job Category (Use EEO-4)          | Total  |        | W    |     | AI/AN |     | B      |        | H/L  |     | A   |     | NHOPI |     | M   |     |
|-----------------------------------|--------|--------|------|-----|-------|-----|--------|--------|------|-----|-----|-----|-------|-----|-----|-----|
|                                   | Male   | Female | M    | F   | M     | F   | M      | F      | M    | F   | M   | F   | M     | F   | M   | F   |
| Total Workforce                   | 87     | 3      | 5    |     | 1     |     | 78     | 3      | 2    |     | 1   | -   | -     | -   | -   | -   |
| Total Trained                     | 1      | -      | -    | -   | -     | -   | 1      | -      | -    | -   | -   | -   | -     | -   | -   | -   |
| Training Rate                     | 1.1%   | 0.0%   | 0.0% | N/A | N/A   | N/A | 1.3%   | 0.0%   | 0.0% | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
| Ratio to Highest Rate             | 100.0% | NA     | 0.0% | N/A | N/A   | N/A | 100.0% | 0.0%   | 0.0% | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | Yes  | N/A | N/A   | N/A | No     | Yes    | Yes  | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
|                                   |        |        |      |     |       |     |        |        |      |     |     |     |       |     |     |     |
| 8 -Service-Maintenance            |        |        |      |     |       |     |        |        |      |     |     |     |       |     |     |     |
| Total Workforce                   | 322    | 146    | 3    | 1   | -     | 1   | 318    | 144    | 1    | -   | -   | -   | -     | -   | -   | -   |
| Total Trained                     | -      | 23     | -    | -   | -     | -   | -      | 23     | -    | -   | -   | -   | -     | -   | -   | -   |
| Training Rate                     | 0.0%   | 15.8%  | N/A  | N/A | N/A   | N/A | 0.0%   | 16.0%  | N/A  | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
| Ratio to Highest Rate             | NA     | 100.0% | N/A  | N/A | N/A   | N/A | 0.0%   | 100.0% | N/A  | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A  | N/A | N/A   | N/A | Yes    | No     | N/A  | N/A | N/A | N/A | N/A   | N/A | N/A | N/A |
|                                   |        |        |      |     |       |     |        |        |      |     |     |     |       |     |     |     |
| Notes:                            |        |        |      |     |       |     |        |        |      |     |     |     |       |     |     |     |

Detroit Department of Transportation

| Job Category (Use EEO-4)          | Total   |         | W      |        | AI/AN |     | B       |         | H/L |     | A      |     | NHOPI |     | M   |     |
|-----------------------------------|---------|---------|--------|--------|-------|-----|---------|---------|-----|-----|--------|-----|-------|-----|-----|-----|
|                                   | Male    | Female  | M      | F      | M     | F   | M       | F       | M   | F   | M      | F   | M     | F   | M   | F   |
| 1 - Officials & Administrators    |         |         |        |        |       |     |         |         |     |     |        |     |       |     |     |     |
| Total Workforce                   | 4       | 4       | -      | -      | -     | -   | 4       | 4       | -   | -   | -      | -   | -     | -   | -   | -   |
| Total Involuntary Terminations    | #VALUE! | -       |        |        |       |     | -       | -       | -   | -   | -      | -   | -     | -   | -   | -   |
| Involuntary Termination Rate      | #VALUE! | 0.0%    | N/A    | N/A    | N/A   | N/A | 0.0%    | 0.0%    | N/A | N/A | N/A    | N/A | N/A   | N/A | N/A | N/A |
| Ratio to Lowest Rate              | #VALUE! | 100.0%  | N/A    | N/A    | N/A   | N/A | 100.0%  | 100.0%  | N/A | N/A | N/A    | N/A | N/A   | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | #VALUE! | #VALUE! | N/A    | N/A    | N/A   | N/A | #VALUE! | #VALUE! | N/A | N/A | N/A    | N/A | N/A   | N/A | N/A | N/A |
| 2 - Professionals                 |         |         |        |        |       |     |         |         |     |     |        |     |       |     |     |     |
| Total Workforce                   | 7       | 7       | 1      | -      | -     | -   | 6       | 7       | -   | -   | -      | -   | -     | -   | -   | -   |
| Total Involuntary Terminations    | 2       | -       | 1      |        |       |     | 1       | -       | -   | -   | -      | -   | -     | -   | -   | -   |
| Involuntary Termination Rate      | 28.6%   | 0.0%    | 100.0% | N/A    | N/A   | N/A | 16.7%   | 0.0%    | N/A | N/A | N/A    | N/A | N/A   | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 0.0%    | 100.0%  | 0.0%   | N/A    | N/A   | N/A | 0.0%    | 100.0%  | N/A | N/A | N/A    | N/A | N/A   | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | Yes     | No      | Yes    | N/A    | N/A   | N/A | No      | No      | N/A | N/A | N/A    | N/A | N/A   | N/A | N/A | N/A |
| 3 - Technicians                   |         |         |        |        |       |     |         |         |     |     |        |     |       |     |     |     |
| Total Workforce                   | 10      | 6       | 1      | 1      | -     | -   | 8       | 5       | -   | -   | 1      | -   | -     | -   | -   | -   |
| Total Involuntary Terminations    | -       | -       |        |        |       |     | -       | -       | -   | -   | -      | -   | -     | -   | -   | -   |
| Involuntary Termination Rate      | 0.0%    | 0.0%    | 0.0%   | 0.0%   | N/A   | N/A | 0.0%    | 0.0%    | N/A | N/A | 0.0%   | N/A | N/A   | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0%  | 100.0%  | 100.0% | 100.0% | N/A   | N/A | 100.0%  | 100.0%  | N/A | N/A | 100.0% | N/A | N/A   | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No      | No      | No     | No     | N/A   | N/A | No      | No      | N/A | N/A | No     | N/A | N/A   | N/A | N/A | N/A |
| 4 - Protective Service            |         |         |        |        |       |     |         |         |     |     |        |     |       |     |     |     |
| Total Workforce                   | 11      | 7       | -      | -      | -     | -   | 11      | 7       | -   | -   | -      | -   | -     | -   | -   | -   |
| Total Involuntary Terminations    | 1       | -       |        |        |       |     | 1       | -       | -   | -   | -      | -   | -     | -   | -   | -   |
| Involuntary Termination Rate      | 9.1%    | 0.0%    | N/A    | N/A    | N/A   | N/A | 9.1%    | 0.0%    | N/A | N/A | N/A    | N/A | N/A   | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 0.0%    | 100.0%  | N/A    | N/A    | N/A   | N/A | 0.0%    | 100.0%  | N/A | N/A | N/A    | N/A | N/A   | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No      | No      | N/A    | N/A    | N/A   | N/A | No      | No      | N/A | N/A | N/A    | N/A | N/A   | N/A | N/A | N/A |

## Detroit Department of Transportation

[illegible]



Detroit Department of Transportation  
Employment Practices Analysis - Discipline

| Job Category (Use EEO-4)          | Total  |        | W    |     | AI/AN |     | B      |        | H/L |     | A   |     |
|-----------------------------------|--------|--------|------|-----|-------|-----|--------|--------|-----|-----|-----|-----|
|                                   | Male   | Female | M    | F   | M     | F   | M      | F      | M   | F   | M   | F   |
| 1 - Officials & Administrators    |        |        |      |     |       |     |        |        |     |     |     |     |
| Total Workforce                   | 4      | 4      | -    | -   | -     | -   | 4      | 4      | -   | -   | -   | -   |
| Suspension                        | -      | 2      |      |     |       |     | -      | 2      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 50.0%  | N/A  | N/A | N/A   | N/A | 0.0%   | 50.0%  | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 0.0%   | N/A  | N/A | N/A   | N/A | 100.0% | 0.0%   | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | Yes    | N/A  | N/A | N/A   | N/A | No     | Yes    | N/A | N/A | N/A | N/A |
| <Enter Discipline Type>           | -      | -      |      |     |       |     | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A  | N/A | N/A   | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A  | N/A | N/A   | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A  | N/A | N/A   | N/A | No     | No     | N/A | N/A | N/A | N/A |
| <Enter Discipline Type>           | -      | -      |      |     | -     | -   | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A  | N/A | N/A   | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A  | N/A | N/A   | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A  | N/A | N/A   | N/A | No     | No     | N/A | N/A | N/A | N/A |
| <Enter Discipline Type>           | -      | -      |      |     | -     | -   | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A  | N/A | N/A   | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A  | N/A | N/A   | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A  | N/A | N/A   | N/A | No     | No     | N/A | N/A | N/A | N/A |
| <Enter Discipline Type>           | -      | -      |      |     | -     | -   | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A  | N/A | N/A   | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A  | N/A | N/A   | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A  | N/A | N/A   | N/A | No     | No     | N/A | N/A | N/A | N/A |
| <Enter Discipline Type>           | -      | -      |      |     | -     | -   | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A  | N/A | N/A   | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A  | N/A | N/A   | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A  | N/A | N/A   | N/A | No     | No     | N/A | N/A | N/A | N/A |
| <Enter Discipline Type>           | -      | -      |      |     | -     | -   | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A  | N/A | N/A   | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A  | N/A | N/A   | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A  | N/A | N/A   | N/A | No     | No     | N/A | N/A | N/A | N/A |
|                                   |        |        |      |     |       |     |        |        |     |     |     |     |
| 2 - Professionals                 |        |        |      |     |       |     |        |        |     |     |     |     |
| Total Workforce                   | 7      | 7      | 1    | -   | -     | -   | 6      | 7      | -   | -   | -   | -   |
| Suspension                        | 1      | -      |      |     | -     |     | 1      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 14.3%  | 0.0%   | 0.0% | N/A | N/A   | N/A | 16.7%  | 0.0%   | N/A | N/A | N/A | N/A |

Detroit Department of Transportation  
Employment Practices Analysis - Discipline

|                                   |        |        |        |        |     |     |        |        |     |     |        |     |
|-----------------------------------|--------|--------|--------|--------|-----|-----|--------|--------|-----|-----|--------|-----|
| Ratio to Lowest Rate              | 0.0%   | 100.0% | 100.0% | N/A    | N/A | N/A | 0.0%   | 100.0% | N/A | N/A | N/A    | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | N/A    | N/A | N/A | No     | No     | N/A | N/A | N/A    | N/A |
| <Enter Discipline Type>           | -      | -      |        |        | -   | -   | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | 0.0%   | N/A    | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A    | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | 100.0% | N/A    | N/A | N/A | 100.0% | 100.0% | N/A | N/A | N/A    | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | N/A    | N/A | N/A | No     | No     | N/A | N/A | N/A    | N/A |
| <Enter Discipline Type>           | -      | -      |        |        | -   | -   | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | 0.0%   | N/A    | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A    | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | 100.0% | N/A    | N/A | N/A | 100.0% | 100.0% | N/A | N/A | N/A    | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | N/A    | N/A | N/A | No     | No     | N/A | N/A | N/A    | N/A |
| <Enter Discipline Type>           | -      | -      |        |        | -   | -   | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | 0.0%   | N/A    | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A    | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | 100.0% | N/A    | N/A | N/A | 100.0% | 100.0% | N/A | N/A | N/A    | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | N/A    | N/A | N/A | No     | No     | N/A | N/A | N/A    | N/A |
| <Enter Discipline Type>           | -      | -      |        |        | -   | -   | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | 0.0%   | N/A    | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A    | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | 100.0% | N/A    | N/A | N/A | 100.0% | 100.0% | N/A | N/A | N/A    | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | N/A    | N/A | N/A | No     | No     | N/A | N/A | N/A    | N/A |
| <Enter Discipline Type>           | -      | -      |        |        | -   | -   | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | 0.0%   | N/A    | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A    | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | 100.0% | N/A    | N/A | N/A | 100.0% | 100.0% | N/A | N/A | N/A    | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | N/A    | N/A | N/A | No     | No     | N/A | N/A | N/A    | N/A |
| <Enter Discipline Type>           | -      | -      |        |        | -   | -   | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | 0.0%   | N/A    | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A    | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | 100.0% | N/A    | N/A | N/A | 100.0% | 100.0% | N/A | N/A | N/A    | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | N/A    | N/A | N/A | No     | No     | N/A | N/A | N/A    | N/A |
|                                   |        |        |        |        |     |     |        |        |     |     |        |     |
| 3 - Technicians                   |        |        |        |        |     |     |        |        |     |     |        |     |
| Total Workforce                   | 10     | 6      | 1      | 1      | -   | -   | 8      | 5      | -   | -   | 1      | -   |
| <Enter Discipline Type>           | -      | -      |        |        | -   |     | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | 0.0%   | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | 100.0% | 100.0% | N/A | N/A | 100.0% | 100.0% | N/A | N/A | 100.0% | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | No     | N/A | N/A | No     | No     | N/A | N/A | No     | N/A |
| <Enter Discipline Type>           | -      | -      |        |        | -   | -   | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | 0.0%   | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | 100.0% | 100.0% | N/A | N/A | 100.0% | 100.0% | N/A | N/A | 100.0% | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | No     | N/A | N/A | No     | No     | N/A | N/A | No     | N/A |

Detroit Department of Transportation  
Employment Practices Analysis - Discipline

|                                   |        |        |        |        |     |     |        |        |     |     |        |     |
|-----------------------------------|--------|--------|--------|--------|-----|-----|--------|--------|-----|-----|--------|-----|
| <Enter Discipline Type>           | -      | -      |        |        | -   | -   | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | 0.0%   | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | 100.0% | 100.0% | N/A | N/A | 100.0% | 100.0% | N/A | N/A | 100.0% | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | No     | N/A | N/A | No     | No     | N/A | N/A | No     | N/A |
| <Enter Discipline Type>           | -      | -      |        |        | -   | -   | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | 0.0%   | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | 100.0% | 100.0% | N/A | N/A | 100.0% | 100.0% | N/A | N/A | 100.0% | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | No     | N/A | N/A | No     | No     | N/A | N/A | No     | N/A |
| <Enter Discipline Type>           | -      | -      |        |        |     |     | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | 0.0%   | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | 100.0% | 100.0% | N/A | N/A | 100.0% | 100.0% | N/A | N/A | 100.0% | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | No     | N/A | N/A | No     | No     | N/A | N/A | No     | N/A |
| <Enter Discipline Type>           | -      | -      |        |        | -   | -   | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | 0.0%   | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | 100.0% | 100.0% | N/A | N/A | 100.0% | 100.0% | N/A | N/A | 100.0% | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | No     | No     | N/A | N/A | No     | No     | N/A | N/A | No     | N/A |
|                                   |        |        |        |        |     |     |        |        |     |     |        |     |
| 4 - Protective Service            |        |        |        |        |     |     |        |        |     |     |        |     |
| Total Workforce                   | 11     | 7      | -      | -      | -   | -   | 11     | 7      | -   | -   | -      | -   |
| Suspension                        | 1      | -      |        |        | -   |     | 1      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 9.1%   | 0.0%   | N/A    | N/A    | N/A | N/A | 9.1%   | 0.0%   | N/A | N/A | N/A    | N/A |
| Ratio to Lowest Rate              | 0.0%   | 100.0% | N/A    | N/A    | N/A | N/A | 0.0%   | 100.0% | N/A | N/A | N/A    | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A    | N/A    | N/A | N/A | No     | No     | N/A | N/A | N/A    | N/A |
| Written Reprimand                 | 1      | -      |        |        | -   | -   | 1      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 9.1%   | 0.0%   | N/A    | N/A    | N/A | N/A | 9.1%   | 0.0%   | N/A | N/A | N/A    | N/A |
| Ratio to Lowest Rate              | 0.0%   | 100.0% | N/A    | N/A    | N/A | N/A | 0.0%   | 100.0% | N/A | N/A | N/A    | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A    | N/A    | N/A | N/A | No     | No     | N/A | N/A | N/A    | N/A |
| <Enter Discipline Type>           | -      | -      |        |        | -   | -   | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A    | N/A    | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A    | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A    | N/A    | N/A | N/A | 100.0% | 100.0% | N/A | N/A | N/A    | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A    | N/A    | N/A | N/A | No     | No     | N/A | N/A | N/A    | N/A |
| <Enter Discipline Type>           | -      | -      |        |        | -   | -   | -      | -      | -   | -   | -      | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A    | N/A    | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A    | N/A |

Detroit Department of Transportation  
Employment Practices Analysis - Discipline

|                                   |        |        |     |        |        |     |        |        |     |     |     |     |
|-----------------------------------|--------|--------|-----|--------|--------|-----|--------|--------|-----|-----|-----|-----|
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A | N/A    | N/A    | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A | N/A    | N/A    | N/A | No     | No     | N/A | N/A | N/A | N/A |
| <Enter Discipline Type>           | -      | -      |     |        |        |     | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A | N/A    | N/A    | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A | N/A    | N/A    | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A | N/A    | N/A    | N/A | No     | No     | N/A | N/A | N/A | N/A |
| <Enter Discipline Type>           | -      | -      |     |        | -      | -   | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A | N/A    | N/A    | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A | N/A    | N/A    | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A | N/A    | N/A    | N/A | No     | No     | N/A | N/A | N/A | N/A |
|                                   |        |        |     |        |        |     |        |        |     |     |     |     |
| 5 - Paraprofessional              |        |        |     |        |        |     |        |        |     |     |     |     |
| Total Workforce                   | 3      | 2      |     | 2      | 1      |     | 2      | -      | -   | -   | -   | -   |
| <Enter Discipline Type>           | -      | -      |     |        | -      |     | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A | 0.0%   | 0.0%   | N/A | 0.0%   | N/A    | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A | 100.0% | 100.0% | N/A | 100.0% | N/A    | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A | No     | No     | N/A | No     | N/A    | N/A | N/A | N/A | N/A |
| <Enter Discipline Type>           | -      | -      |     |        | -      | -   | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A | 0.0%   | 0.0%   | N/A | 0.0%   | N/A    | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A | 100.0% | 100.0% | N/A | 100.0% | N/A    | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A | No     | No     | N/A | No     | N/A    | N/A | N/A | N/A | N/A |
| <Enter Discipline Type>           | -      | -      |     |        | -      | -   | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A | 0.0%   | 0.0%   | N/A | 0.0%   | N/A    | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A | 100.0% | 100.0% | N/A | 100.0% | N/A    | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A | No     | No     | N/A | No     | N/A    | N/A | N/A | N/A | N/A |
| <Enter Discipline Type>           | -      | -      |     |        | -      | -   | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A | 0.0%   | 0.0%   | N/A | 0.0%   | N/A    | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A | 100.0% | 100.0% | N/A | 100.0% | N/A    | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A | No     | No     | N/A | No     | N/A    | N/A | N/A | N/A | N/A |
| <Enter Discipline Type>           | -      | -      |     |        |        |     | -      | -      | -   | -   | -   | -   |
| Discipline Rate                   | 0.0%   | 0.0%   | N/A | 0.0%   | 0.0%   | N/A | 0.0%   | N/A    | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate              | 100.0% | 100.0% | N/A | 100.0% | 100.0% | N/A | 100.0% | N/A    | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No) | No     | No     | N/A | No     | No     | N/A | No     | N/A    | N/A | N/A | N/A | N/A |

Detroit Department of Transportation  
Employment Practices Analysis - Discipline

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Detroit Department of Transportation  
Employment Practices Analysis - Discipline

|                                      |        |        |        |     |     |     |        |        |        |     |     |     |
|--------------------------------------|--------|--------|--------|-----|-----|-----|--------|--------|--------|-----|-----|-----|
| Total Workforce                      | 87     | 3      | 5      |     | 1   |     | 78     | 3      | 2      |     | 1   | -   |
| <b>Suspension</b>                    | 3      | -      | -      |     | -   |     | 3      | -      | -      | -   | -   | -   |
| Discipline Rate                      | 3.4%   | 0.0%   | 0.0%   | N/A | N/A | N/A | 3.8%   | 0.0%   | 0.0%   | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 0.0%   | 100.0% | 100.0% | N/A | N/A | N/A | 0.0%   | 100.0% | 100.0% | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | No     | N/A | N/A | N/A | No     | No     | No     | N/A | N/A | N/A |
| <b>Written Reprimand</b>             | 1      | -      |        |     | -   | -   | 1      | -      | -      | -   | -   | -   |
| Discipline Rate                      | 1.1%   | 0.0%   | 0.0%   | N/A | N/A | N/A | 1.3%   | 0.0%   | 0.0%   | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 0.0%   | 100.0% | 100.0% | N/A | N/A | N/A | 0.0%   | 100.0% | 100.0% | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | No     | N/A | N/A | N/A | No     | No     | No     | N/A | N/A | N/A |
| <b>&lt;Enter Discipline Type&gt;</b> | -      | -      |        |     | -   | -   | -      | -      | -      | -   | -   | -   |
| Discipline Rate                      | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | N/A | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 100.0% | 100.0% | 100.0% | N/A | N/A | N/A | 100.0% | 100.0% | 100.0% | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | No     | N/A | N/A | N/A | No     | No     | No     | N/A | N/A | N/A |
| <b>&lt;Enter Discipline Type&gt;</b> | -      | -      |        |     | -   | -   | -      | -      | -      | -   | -   | -   |
| Discipline Rate                      | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | N/A | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 100.0% | 100.0% | 100.0% | N/A | N/A | N/A | 100.0% | 100.0% | 100.0% | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | No     | N/A | N/A | N/A | No     | No     | No     | N/A | N/A | N/A |
| <b>&lt;Enter Discipline Type&gt;</b> | -      | -      |        |     | -   | -   | -      | -      | -      | -   | -   | -   |
| Discipline Rate                      | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | N/A | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 100.0% | 100.0% | 100.0% | N/A | N/A | N/A | 100.0% | 100.0% | 100.0% | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | No     | N/A | N/A | N/A | No     | No     | No     | N/A | N/A | N/A |
| <b>&lt;Enter Discipline Type&gt;</b> | -      | -      |        |     | -   | -   | -      | -      | -      | -   | -   | -   |
| Discipline Rate                      | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | N/A | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 100.0% | 100.0% | 100.0% | N/A | N/A | N/A | 100.0% | 100.0% | 100.0% | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | No     | N/A | N/A | N/A | No     | No     | No     | N/A | N/A | N/A |
| <b>&lt;Enter Discipline Type&gt;</b> | -      | -      |        |     | -   | -   | -      | -      | -      | -   | -   | -   |
| Discipline Rate                      | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | N/A | 0.0%   | 0.0%   | 0.0%   | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 100.0% | 100.0% | 100.0% | N/A | N/A | N/A | 100.0% | 100.0% | 100.0% | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | No     | N/A | N/A | N/A | No     | No     | No     | N/A | N/A | N/A |
|                                      |        |        |        |     |     |     |        |        |        |     |     |     |
| <b>8 -Service-Maintenance</b>        |        |        |        |     |     |     |        |        |        |     |     |     |
| Total Workforce                      | 322    | 146    | 3      | 1   | -   | 1   | 318    | 144    | 1      | -   | -   | -   |
| <b>Suspension</b>                    | 41     | 11     |        |     | -   |     | 41     | 11     | -      | -   | -   | -   |
| Discipline Rate                      | 12.7%  | 7.5%   | N/A    | N/A | N/A | N/A | 12.9%  | 7.6%   | N/A    | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 59.2%  | 100.0% | N/A    | N/A | N/A | N/A | 59.2%  | 100.0% | N/A    | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | N/A    | N/A | N/A | N/A | No     | No     | N/A    | N/A | N/A | N/A |
| <b>Oral</b>                          | 9      | 8      |        |     | -   | -   | 9      | 8      | -      | -   | -   | -   |

Detroit Department of Transportation  
Employment Practices Analysis - Discipline

|                                      |        |        |     |     |     |     |        |        |     |     |     |     |
|--------------------------------------|--------|--------|-----|-----|-----|-----|--------|--------|-----|-----|-----|-----|
| Discipline Rate                      | 2.8%   | 5.5%   | N/A | N/A | N/A | N/A | 2.8%   | 5.6%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 100.0% | 51.0%  | N/A | N/A | N/A | N/A | 100.0% | 50.9%  | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | N/A | N/A | N/A | N/A | No     | No     | N/A | N/A | N/A | N/A |
| <b>Written Reprimand</b>             | 5      | 1      |     |     | -   | -   | 5      | 1      | -   | -   | -   | -   |
| Discipline Rate                      | 1.6%   | 0.7%   | N/A | N/A | N/A | N/A | 1.6%   | 0.7%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 44.1%  | 100.0% | N/A | N/A | N/A | N/A | 44.2%  | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | N/A | N/A | N/A | N/A | No     | No     | N/A | N/A | N/A | N/A |
| <b>&lt;Enter Discipline Type&gt;</b> | -      | -      |     |     | -   | -   | -      | -      | -   | -   | -   | -   |
| Discipline Rate                      | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 100.0% | 100.0% | N/A | N/A | N/A | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | N/A | N/A | N/A | N/A | No     | No     | N/A | N/A | N/A | N/A |
| <b>&lt;Enter Discipline Type&gt;</b> | -      | -      |     |     |     |     | -      | -      | -   | -   | -   | -   |
| Discipline Rate                      | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 100.0% | 100.0% | N/A | N/A | N/A | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | N/A | N/A | N/A | N/A | No     | No     | N/A | N/A | N/A | N/A |
| <b>&lt;Enter Discipline Type&gt;</b> | -      | -      |     |     | -   | -   | -      | -      | -   | -   | -   | -   |
| Discipline Rate                      | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 100.0% | 100.0% | N/A | N/A | N/A | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | N/A | N/A | N/A | N/A | No     | No     | N/A | N/A | N/A | N/A |
| <b>&lt;Enter Discipline Type&gt;</b> | -      | -      |     |     |     |     | -      | -      | -   | -   | -   | -   |
| Discipline Rate                      | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A | 0.0%   | 0.0%   | N/A | N/A | N/A | N/A |
| Ratio to Lowest Rate                 | 100.0% | 100.0% | N/A | N/A | N/A | N/A | 100.0% | 100.0% | N/A | N/A | N/A | N/A |
| Potential Adverse Impact (Yes/No)    | No     | No     | N/A | N/A | N/A | N/A | No     | No     | N/A | N/A | N/A | N/A |
|                                      |        |        |     |     |     |     |        |        |     |     |     |     |
| Notes:                               |        |        |     |     |     |     |        |        |     |     |     |     |

Detroit Department of Transportation  
Employment Practices Analysis - Discipline

| NHOPI |     | M   |     |          |
|-------|-----|-----|-----|----------|
| M     | F   | M   | F   |          |
|       |     |     |     |          |
| -     | -   | -   | -   | <--Entry |
| -     | -   | -   | -   | <--Entry |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| -     | -   | -   | -   | <--Entry |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| -     | -   | -   | -   | <--Entry |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| -     | -   | -   | -   | <--Entry |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| -     | -   | -   | -   | <--Entry |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| -     | -   | -   | -   | <--Entry |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| -     | -   | -   | -   | <--Entry |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
| N/A   | N/A | N/A | N/A |          |
|       |     |     |     |          |
|       |     |     |     |          |
| -     | -   | -   | -   | <--Entry |
| -     | -   | -   | -   | <--Entry |
| N/A   | N/A | N/A | N/A |          |



Detroit Department of Transportation  
Employment Practices Analysis - Discipline

|     |     |     |     |          |
|-----|-----|-----|-----|----------|
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
|     |     |     |     |          |
|     |     |     |     |          |
| -   | -   | -   | -   | <--Entry |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |

Detroit Department of Transportation  
Employment Practices Analysis - Discipline

|     |     |     |     |          |
|-----|-----|-----|-----|----------|
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
|     |     |     |     |          |
|     |     |     |     |          |
| -   | -   | -   | -   | <--Entry |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |

Detroit Department of Transportation  
Employment Practices Analysis - Discipline

|     |     |     |     |          |
|-----|-----|-----|-----|----------|
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
|     |     |     |     |          |
|     |     |     |     |          |
| -   | -   | -   | -   | <--Entry |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |

Detroit Department of Transportation  
Employment Practices Analysis - Discipline

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| -   | -   | -   | -   | <--Entry |
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| -   | -   | -   | -   | <--Entry |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
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Detroit Department of Transportation  
Employment Practices Analysis - Discipline

|     |     |     |     |          |
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| -   | -   | -   | -   | <--Entry |
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| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
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| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
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| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
| N/A | N/A | N/A | N/A |          |
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| N/A | N/A | N/A | N/A |          |
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Detroit Department of Transportation  
Employment Practices Analysis - Discipline

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| N/A | N/A | N/A | N/A |          |
| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
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| -   | -   | -   | -   | <--Entry |
| N/A | N/A | N/A | N/A |          |
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| N/A | N/A | N/A | N/A |          |
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